

Opportunities Abound . . .

THE AAC ANNUAL TRAINING WITH INDUSTRY ORIENTATION WORKSHOP

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Introduction

What can one expect to gain from participation in the Army's Training With Industry (TWI) Program? On July 13, 2001, 12 Army Acquisition Corps (AAC) officers—all just beginning the TWI Program—had this and other questions answered at the 4th annual AAC TWI Orientation Workshop in Springfield, VA. The purpose was to acquaint participants with the intricacies of the TWI Program. Other attendees included outgoing TWI participants and senior personnel from the Acquisition Career Management Office (ACMO), Office of the Assistant Secretary of the Army (AL&T), and the U.S. Total Army Personnel Command's Acquisition Management Branch (AMB). Also included for the first time since these orientations began were representatives from several of the participating industries.

Program Background

Initiated in the 1970s, the Army's TWI Program is a work-experience training opportunity that takes selected officers out of their military environment for 1 year and exposes

them to the latest civilian business practices, organizational structures and cultures, technology development processes, and corporate management techniques. The result is an opportunity to broaden one's career and to strengthen technical competency, problem-solving skills, and leadership abilities.

Opening Remarks

Jim Welsh, AAC TWI Program Proponency Officer in the ACMO, and orientation host, introduced COL Frank C. Davis, Deputy Director for Acquisition Career Management and ACMO Director, and LTC Tom Hogan, Chief, AMB, for opening remarks. Both stressed the value of the TWI Program in expanding an officer's professional development and knowledge. Their remarks set the tone for the workshop by demonstrating that the acquisition leadership is committed to the TWI Program. Davis specifically outlined some of the unique opportunities provided by the TWI Program and urged program participants to learn as much as possible during their corporate assignments. The responsibility

for success, he added, is on participants. As such, he called on them to have an open mind, ask questions, and gain an understanding of how industries function in a variety of areas such as program management, contracting, and test and evaluation.

Hogan reminded officers of the leadership skills they bring to the TWI position. He also urged the new participants to make the most of their year with industry and to use the TWI experience to improve their value to the Acquisition Corps.

IDPs

MAJ Cris Boyd, ACMO Proponency Officer and Chief, Information Management Team, reviewed procedures for maintaining one's Individual Development Plan (IDP), a critical document for identifying and tracking career objectives. In addition, the IDP is used to update continuous learning points earned through attendance at seminars or conferences and participation in other professional activities. He emphasized the need to work closely with one's supervisor in career planning and in developing education,

training, and experience goals. Boyd concluded by summarizing the certification process and listing AAC membership requirements.

Personal Perspective

MAJ Leslie L. Lewis, an FY00 TWI participant, gave an insider's perspective on her experience, offering ideas on what to expect and what to do to get the most out of the program. Lewis recently completed her TWI tour as a Product Manager in the International Data Services Division of AT&T Solutions in Bridgewater, NJ. She said that prior to beginning her assignment, she had no idea of the magnitude of what she had to coordinate or the scope of her responsibilities. She was also apprehensive about her reception by the company's civilian workforce. Lewis took the advice of her FY99 predecessor and used the 90-day introductory period to interface with the account managers, salespeople, marketing and contracting representatives, engineers, and other managers she would be working with at AT&T. She found that people valued the opportunity to provide information.

Lewis offered a few recommendations for getting the most out of the TWI Program: Realize you're not going to change anything; let your supervisor know what you might want to do and what you expect to gain from your experience there; be open to new challenges and new ideas; ask for the hard jobs; and don't get bored. She concluded by stating that the 12-month tour goes fast! The program, she added, is really what you make of it. MAJ Lewis enthusiastically endorsed the program and the opportunity to work in the corporate world.

Ethical Considerations

Al Novotne, a lawyer in The Office of The Judge Advocate General, HQDA, provided some guidance

on ethics and standards of conduct. He began by reminding program participants that they are trainees, not official Army representatives. He covered such areas as "unauthorized commitments" that could compromise the Army's position and "inside info" that is not available to the public. Referencing several U.S. codes, he also offered advice on copyrights, patents, and intellectual property. Novotne concluded with a summary of the rules governing gifts, awards, and bonuses from TWI hosts.

USASD Overview

CPT Sheila E. Campbell, Commander, U.S. Army Student Detachment (USASD) at Fort Jackson, SC, provided an overview of the detachment's mission, organization, and activities. She highlighted USASD's role in providing high-quality financial and personnel support for officers selected to participate in the TWI Program. The USASD is basically a personnel action center for inprocessing, outprocessing, financing, budgeting, civil schooling, tuition, and textbooks.

Connie Scott-Blue, primary Agency Program Coordinator for USASD, presented an information briefing on the use and benefits of the government travel charge card. She outlined the application process, types of accounts and available card designs, card limits, and cardholder responsibilities.

Reporting Responsibilities

Paula Bettes, Acquisition TWI Manager at AMB, summarized procedural considerations associated with the TWI Program. She began with an outline of the program, the selection criteria, and the selection process. Bettes also outlined procedures for submitting interim training reports that document progress in achieving training objectives, final training reports that summarize the

ability to meet one's objectives, TDY requests, and academic evaluation reports.

TRICARE Overview

The day's briefings concluded with a presentation by Eileen Mejia, Marketing Director, Northeast Section, TRICARE. TRICARE, formerly the Civilian Health and Medical Program of the Uniformed Services (CHAMPUS), is the managed health care program for Active duty Service members, retirees, and their families. Mejia spoke about TRICARE Prime Remote, a new program to address the needs of Active duty personnel who are in assignments such as TWI that are geographically distant from traditional health care services at military installations. Mejia provided information on eligibility requirements, enrollment procedures, and benefits.

Conclusion

The orientation was termed a "great success" by the participants. In particular, they enjoyed attendance by industry representatives and being able to hear about the experiences and "lessons learned" from an FY00 TWI graduate. Next year's TWI orientation is tentatively scheduled for July 11-12, 2002.

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